

NIHR BRC Academic Career Development Lead

Call for expressions of interest

The University Hospital Southampton NHS Foundation Trust (UHS) and University of Southampton (UoS) are inviting expressions of interest for the role of NIHR BRC Academic Career Development Lead.

The NIHR Southampton Biomedical Research Centre takes new discoveries, treatments and technologies into the clinic, using unique tools, facilities and world-changing expertise across our five key research areas. We aim to improve people's health and resilience throughout life, generating the next generation of improved and individually personalised treatments.

The NIHR BRC Academic Career Development Lead is responsible for the development, delivery, monitoring and evaluation of the Academic Career Development Strategy. The strategy aims to attract, retain and develop individuals along the career pathway, from pre-doctoral scholar to senior research leader, supporting equity of opportunity, achieving a diverse workforce, and developing talented individuals from all relevant professional backgrounds (doctors, nurses, AHPs, pharmacists, scientists, infrastructure support staff). The BRC achieves this through strategic investment in talented people identified using open transparent competitive processes via mentoring programmes, leadership development programmes and individualised learning based on learning needs analysis.

The partnership seeks to appoint a BRC Academic Career Development Lead to deliver the strategy for the current BRC funding cycle (2022-2028). Specifically, we wish to appoint an individual employed by University Hospital Southampton NHSFT or University of Southampton and have an appreciation and passion for developing the research careers of research scientists, nurses, midwives, allied health professionals, healthcare scientists, pharmacists and doctors.

The successful candidate will have strong leadership and management skills and a track record of building experimental medicine research capacity and capability.

Expressions of interest should be made through submission of an up-to-date curriculum vitae (CV) and covering letter to kay.mitchell@uhs.nhs.uk. The covering letter should detail your reasons for applying, and what you would bring to the role.

The deadline for submissions of expressions of interest is 5pm, July 9th, 2024. Expressions of interest will be shortlisted. An interview is scheduled for the afternoon of July 15th, 2024 for shortlisted applicants. See Appendix 1 for role descriptor and person specification.

Appendix 1

Southampton BRC Academic Career Development Lead Role Descriptor and Person Specification

JOB ROLE

<i>Role title:</i>	Southampton BRC Academic Career Development Lead
<i>Time commitment:</i>	Up to 2 Programmed activity or up to 0.2 wte
<i>Role accountable to¹:</i>	BRC Director BRC Senior Programme Manager Executive Director Southampton Academy of Research
<i>Posts work closely with:</i>	BRC Theme ACDLs, BRC Theme Leads, UHS R&D Director, UoS Associate Dean for Research FoM and Deputy Head of School (Research) SoHS, relevant UoS Graduate School Directors, other Southampton aligned NIHR Academic Career Development Leads and Infrastructure Directors, BRC EDI Lead, Head of SCREI
<i>Posts responsible for:</i>	BRC Project Manager – Capacity and Capability

¹ Line management arrangements for the substantive post held by the individual will remain unchanged

Background

The BRC Academic Career Development Lead (ACDL) is one of the BRC Operational Leads, is a member of the BRC Board, and leads a team delivering the academic career development strategy. The BRC ACDL will be formally identified to NIHR and recognised within the BRC partnership. The BRC ACDL will be named in any training materials, induction packs and other communication tools relevant to their engagement with individuals on an academic track.

Vision

Our vision is to attract, retain and develop individuals along all stages of the career pathway, including researchers and research support/infrastructure staff, helping them deliver world-class experimental medicine, whilst supporting equity of opportunity, workforce diversity and developing talented individuals from all relevant professional backgrounds.

Key primary responsibilities

1. Provide leadership and management of Southampton BRC's academic career development strategy and delivery plan supported by the Academic Career Development team.
2. Develop and lead new programmes to support Academic Career Development as appropriate to deliver the BRC and NIHR strategies.
3. Act as the Theme ACDL for one or more BRC themes as agreed/appropriate.
4. Work with the wider NIHR infrastructure Academic Career Development Forum and NIHR Academy to integrate local academic career development initiatives with national schemes and activities.

5. Work with the BRC Senior Programme Manager to manage the training and capacity development budget.
6. Share good academic career development practice and learn from others.
7. Be responsible for the timely collation of information on BRC-aligned NIHR Academy members and Associate members to be reported to NIHR, supported by the BRC administration team.
8. Communicate NIHR academic research and training opportunities to BRC-aligned NIHR Academy members.
9. Work with the Southampton Academy of Research as a member of the leadership team, making an active contribution to the UHS Pioneering Research and Innovation strategy.
10. Work closely with the UoS Faculty of Medicine Associate Dean for Research and School of Health Sciences Deputy Head of School (Research), the Director of the Southampton Clinical Academic Training Scheme (SoCATS) and other infrastructure academic career development leads and relevant Graduate School Directors to achieve coordinated activity across the Southampton partnership
11. Actively engage with NIHR via the NIHR Academy and/or Research Council training initiatives and represent Southampton BRC at NIHR national and regional training meetings such as the NIHR Academic Career Development Forum
12. Maintain and develop Southampton's reputation as a leading centre for health research talent management
13. Support development of the BRC ECR Lead and their initiatives.
14. Advise the BRC on strategic direction for research training and education in context of NIHR Academy strategy and policy, the Trust and University strategic visions and operational structure, identifying priorities, representing clinical and non-clinical academic staff/units engaged or wishing to engage in career pathways in relation to translational research.
15. Report Capacity and Capability activities to BRC Board meetings, BRC Scientific and Management Committee meetings, and BRC Operational Strategic Delivery Leads meetings.
16. Promote the BRC through public speaking, public engagement and networking.
17. Contribute to the integrated approach to research governance and management upholding standards of research governance through facilitating training and education opportunities.

Person specification

Criteria – Qualifications, knowledge and experience

Essential

- PhD or equivalent professional qualifications and experience in translational research
- Detailed knowledge of translational research with a focus on experimental medicine
- A sustained record of excellence in teaching and learning activities in translational research
- Sustained record of capacity building in research through supervising, championing, supporting or mentoring individuals and/or programmes

Desirable

- Membership of national or international advisory bodies/learned societies. Involvement in national and international academies of science and organisations. Membership of national committees that manage fellowship schemes and training initiatives.
- Experience of career mentoring.

Criteria – Planning/Leadership and organising

Essential

- Proven ability to champion and lead research and capacity building activities, grants, awards and/or contracts.
- Proven leadership ability in University, NHS or other settings.

Desirable

- Qualification in leadership.

Criteria – Problem-solving and initiative

Essential

- Proven ability to implement successful change management initiatives and formulate in the context of career development/support.

Criteria – Management and teamwork

Essential

- Proven ability to oversee people and resource management processes in order to deliver key activities
- Proven ability to make a sustained contribution to leadership at a senior level
- Proven ability to demonstrate leadership abilities in multiple settings and to raise performance standards through own work areas
- Proven ability to recognise and deal with obstacles and difficulties so the team can deliver

Criteria – Communicating and influencing

Essential

- Proven ability to establish and build relationships with multiple stakeholders
- Able to contribute to the development of the UHS/UoS partnerships profile
- Proven ability to use influence to develop positions or strategies

Desirable

- Proven ability to act as a key figurehead for activities that cross organisational boundaries
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Criteria – Other skills and behaviours

Essential

- Compliance with relevant Health & Safety issues
- Positive attitude to colleagues and students

Criteria – Special requirements

Essential

- Able to attend national meetings as required.